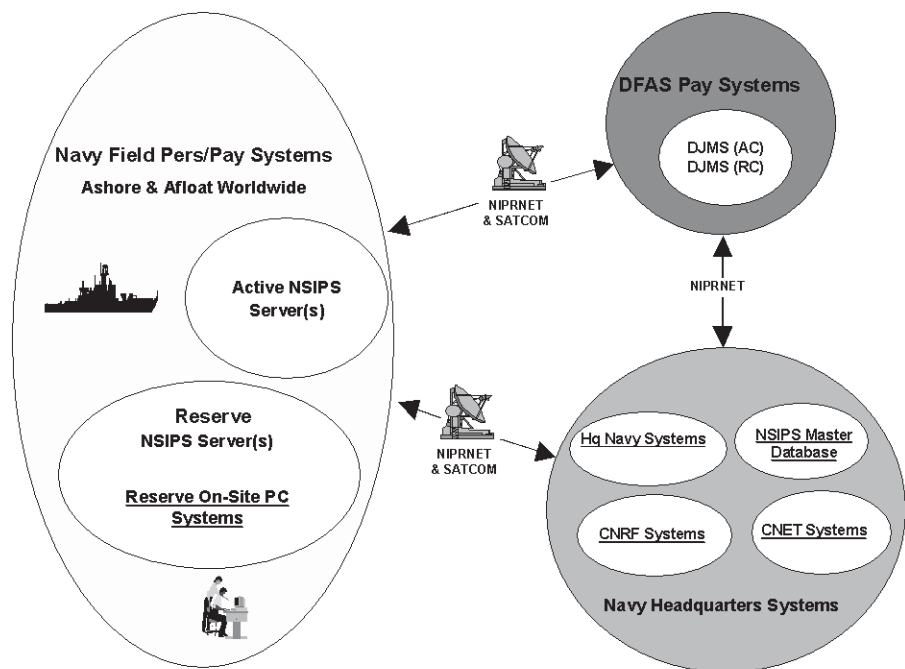# Navy Standard Integrated Personnel System (NSIPS)

T he Navy Standard Integrated Personnel System (NSIPS) will consolidate the Navy active and reserve field source personnel data collection systems, both ashore and afloat. The objective is to produce a standard, single point-of-entry system for all personnel and pay information. The primary interfaces for NSIPS will be with systems of the Defense Finance and Accounting Service. NSIPS was to provide pay and personnel functionality for the Navy Reserve force in Release 0, and for the Navy active force in Release 1. The client-server architecture will have information stored at the local level and at the regional level. A corporate-level database will be used for planning and analysis purposes.

In 1997, the program manager developed a prototype system to prove the planned architecture and user friendliness of the graphical user interface and selected *PeopleSoft®* as the basic human resource software package. The Program Management Office customized this Release 0 package to address the Navy reserve requirements. The Release 0 operational evaluation (OPEVAL) began in mid-September 1999. DOT&E noted many deficiencies, including inaccurate transmittal logs, missing e-mail functionality, corrupted reports, and inadequate training. The program manager immediately developed a plan to address these shortcomings. Beginning in October 1999, the Navy installed three separate software builds to fix the problems and OPEVAL resumed in November 1999. In January 2000, DOT&E concurred with the Operational Test and Evaluation Force's (OPTEVFOR) conclusion that NSIPS Release 0 is operationally effective and operationally suitable, and recommended approval for fleet introduction. NSIPS Release 0, which replaced the Reserve Standard Training, Administration, and Readiness Support (Manpower and Personnel) System, is operational at 260 reserve sites.

In June 2000, the program manager announced a four-month schedule slip in software development and proposed that Release 1 be delivered in two separate increments. The first increment (Release 0.2) would address personnel actions and the second increment (Release 1) would address pay actions for the Navy active force. OPTEVFOR conducted the OPEVAL of Release 0.2 from April 23 to May 4, 2001. The results indicated that two effectiveness and eight (of ten) suitability critical operational issues were resolved satisfactorily. Interoperability and documentation were unsatisfactory. The PMO made the corrections and the Navy conducted a follow-on Verification of Corrected Deficiencies (VCD) test in July 2001. Test results indicated that previously identified deficiencies had been corrected. The Assistant Secretary of Defense (Command, Control, Communications, and Intelligence) approved the NSIPS Release 0.2 for fleet introduction in September 2001.

OPTEVFOR conducted the OPEVAL of NSIPS Release 1 from June 10 through July 12, 2002, at seven operational test sites. OPEVAL results revealed that while NSIPS Release 1 was able to meet many of its required performance thresholds, it did not meet the key performance

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parameter of 98 percent accuracy in processing personnel or pay transactions (only 89 percent accuracy was achieved). Of the 13 external system interfaces, JITC certified only six as interoperable. Because of these and other deficiencies, OPTEVFOR considered NSIPS Release 1 operationally ineffective and operationally unsuitable for fleet introduction. DOT&E concurred and required a follow-on test to confirm corrections to the identified deficiencies.

TEST & EVALUATION ACTIVITY
- DOT&E approved the NSIPS TEMP in May 2001.
- On March 10-19, 2003, OPTEVFOR conducted a VCD at Personnel Support Detachment (PSD) Newport, Rhode Island; PSD Recruit Training Command Great Lakes, Illinois; PSD Guam; and PSD Point Loma, California, to verify the corrections.

TEST & EVALUATION ASSESSMENT
The VCD results revealed that most previously identified deficiencies were rectified, with some human factors deficiencies remaining. Several of these human factors deficiencies are associated with Navy policies. For example, NSIPS Release 1 does not allow for assisting customers who are not assigned to the command and does not provide flexibility when assisting Reservists and officer accessions (for security and information integrity reasons). NSIPS halts order processing if errors are encountered and it does not allow PSD to correct erroneous data without intervention from the Navy Bureau of Personnel. Other human-factor deficiencies are related to report formatting and dependent data entry. DOT&E recommended that the program manager work with the functional proponent to review existing Navy policies with regard to assisting customers not assigned to the command and providing more flexible support to reservists and officer accessions. If the Navy policies can be modified to allow additional accessibility and flexibility without sacrificing security and information integrity, then the program manager should modify the NSIPS software accordingly. Any major revisions to the system must be evaluated by OPTEVFOR and DOT&E.